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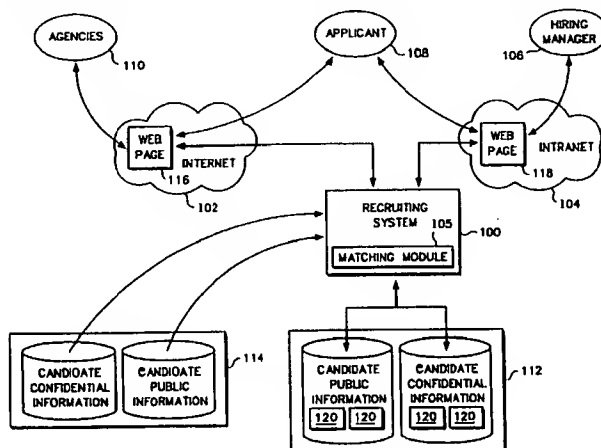
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(54) Title: ON-LINE RECRUITING SYSTEM WITH IMPROVED CANDIDATE AND POSITION PROFILING



(57) Abstract

A network based recruiting system accepts and provides information across a wide-area network (WAN) such as the Internet (102). The system (100) matches job openings with candidate information and includes a job packet generator which creates a job opening data packet containing encoded information corresponding to a plurality of predefined categories for a job opening. A database stores a plurality of the job opening data packets. An applicant data packet generator responds to encoded information received over the Internet from an applicant and creates an applicant data packet, which contains encoded information corresponding to the plurality of predefined categories for the job opening. A data packet matcher (105) responds to receipt of the applicant data packet by comparing, in accordance with a predefined comparison protocol, the applicant data packet to the job opening data packets stored in the database. The data packet matcher stores results of the comparison to the database. Other databases (114) containing candidate information may also be queried.

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## INTERNATIONAL SEARCH REPORT

International application No.  
PCT/US98/20633**A. CLASSIFICATION OF SUBJECT MATTER**

IPC(6) :G06F 17/60

US CL :705/11

According to International Patent Classification (IPC) or to both optional classification and IPC

**B. FIELDS SEARCHED**

Minimum documentation searched (classification system followed by classification symbols)

U.S. : 705/7, 9, 11, 26, 27, 37

Documentation searched other than minimum documentation to the extent that such documents are included in the fields searched

Electronic data base consulted during the international search (name of data base and, where practicable, search terms used)

APS:

applicant, candidate, job, want ad, matching

**C. DOCUMENTS CONSIDERED TO BE RELEVANT**

Category*	Citation of document, with indication, where appropriate, of the relevant passages	Relevant to claim No.
A	US 5,164,897 A (CLARK et al.) 17 NOVEMBER 1992 see Abstract, cols. 3-18, Fig. 1a	1-30
A	US 5,283,731 A (LALONDE et al.) 01 FEBRUARY 1994 see Abstract, cols. 1-3	1-30



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